

# **EXHIBIT YYY**

From: Nicholas USA7375 Oliva/USAP/USA  
To: "Nicholas USA7375 Oliva" <nicholas\_oliva@m-chem.com>  
Date: 03/03/2016 05:57 PM  
Subject: RE: NOTES from Jennifer meeting today

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Not comfortable being there when I'm not.  
Recognizes the AGC roles demands this.  
Will do it for me as requirement but will keep door closed and avoid office environment.

-----Original Message-----

From : Nicholas USA7375 Oliva/USAP/USA  
To : Nicholas USA7375 Oliva/USAP/USA@USA  
cc :  
Sent on :03/03/2016 05:46:49 PM EST  
Subject : NOTES from Jennifer meeting today

- Asked 'what's wrong' in light of:  
Pauletta meeting  
Direct confrontation about 1:1  
Direct confrontation about MKIC employment issue  
Stephen - to to Donna on Corp Gov

- She replied... I'm miserable. I'm at the point where I have to make a decision (alluding to quitting but seemed to refuse to say the word)  
- Wants me to reconsider 2 days per week from home - standing rule  
- She described the environment as toxic

- She primarily discussed this in terms of Kelli, but admitted it is Kelli, Donna, KathrynT-Kelli conversations, Esther, and, when asked... Nick too.
- She said she needs this for mental reasoning (not mental health) referring to her acuity and ability to perform
- She said she needs this before she jumps off a bridge... I CLARIFIED directly.... she said NOT literally... metaphorically... I asked if she meant 'leaving the company' - she implied so, but refused to use the words
- She mentioned Donna's party, Kelli's emails, Yuka issue - asked not to raise the issue, but that this messages to her that her relationship with Kelli cannot be fixed
- She mentioned Mike A's party, that she, under confidence, was told she wasn't invited. Does not want Kelli to know. Thinks not being invited is a blessing. Does not want to go. Would have liked to be invited, because being singled out feels bad.
- When asked if I should do ANYTHING - she said no (except WFH 2days)
- I told her that I care and want to know so I can help address issues... she said - I cry everyday, I'm very uncomfortable, I'm trying, but it's very hard to deal with what I've gone through in the last year
- I asked what the underlying reason is... (several times)... she says Kelli.... then says and the environment. I dig deeper... she says Kelli. She says that I don't need to know why. I say I do if I'm going to address systematic/team/workplace issues. She agrees.
- I made no promise, but did reaffirm (what Jennifer seemed to misunderstand) that one day per week average wfh - without asking permission (but telling me) is probably fine. She said she wants 2 standing days and asked me to rethink my position.

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